LAW DEPARTMENT.

NOTIFICATION.

Order No L.S. 3480—L.W. 172-52-10, dated Bangalore, 23rd Septem 1952.

Labour Disputes—Industrial Dispute between Workers and Management of the Mysore District Automobile Services—Award of the Industrial Tribunal, Bangalore—Published:

Read the following papers:—

(1) Letter dated the 21st August 1952, from Sri B. R. Ramalingiah, M.A., B.L., Chairman, Industrial Tribunal, Bangalore.

BEFORE THE INDUSTRIAL TRIBUNAL, BANGALORE.

Thursday, the 21st August 1952.

PRESENT.

Sri B. R. Ramalingaiah, M A., B.L.	...	... *Chairman.*
Janab Mahmood Sheriff, B.A., LL.B.	...	... *Member.*
Sri K. Shamaraja Iyengar, B.A.	...	... *Member.*

I Party.

The Mysore District Automobile Workers' Association, Mysore.

Versus

II Party.

The Mysore District Automobile Owners' Association, Mysore.

A.C. No. 1 of 1951-52.

AWARD.

This dispute was referred for adjudication by the Government to the Tribunal by their Notification No. L.S. 1866—L.W. 71-50-25, dated 7th August 1951, under Section 10 (1) (c) of the Industrial Disputes Act, 1947. This case came up for hearing to-day in the presence of Sri A. Venkateshiah, Advocate for the employers, and Sri J. Devanath for the employees, when the parties filed a compromise petition as per the copy annexed praying that an award in terms of it be passed. Accordingly we pass an award in terms of the said compromise.

ANNEXURE A.

WHEREAS by the Notification No. L.S. 1866—L.W. 71-50-25, dated 7th August 1951, the Government have referred for adjudication under Section 10 (1) (c) of the Industrial Disputes Act, 1947, 20 demands (as per Annexure "B") made by the Workers of the Mysore District Automobile Services against the Automobile Service also mentioned therein as per the particulars mentioned in it and whereas in the course of the trial the workers gave up the demands Nos. 2, 3, 8, 12, 13 (b) and 19 and the demands Nos. 4, 7, 10, 11 and 13 (a) and 20 were settled by the Tribunal as per the awards passed based on consent on 21st April 1952 and 14th June 1952,

which were published in the Official Gazette on 12th June 1952 and 3rd July 1952 respectively and whereas the demands Nos. 1, 5, 6, 9, 14, 15, 16, 17 and 18 remain to be settled, the workers of the aforesaid Automobile services and the employers of the said Automobile services hereby effect the settlement of these demands also by agreement as follows :—

DEMAND NO. 1.—(Provident Fund Scheme).

(1) That in respect of each permanent employee the employers should contribute to the Provident Fund Re. 0-0-8 and the employee should contribute Re. 0-1-0 per rupee of the employee's basic monthly salary ;

(2) that the provident fund which should be treated as a separate fund, should be kept as a deposit in the Government Savings Bank so that it may fetch interest ;

(3) that the amount to the credit of each employee in the provident fund should be returned to him on his retirement or to his heirs or legal representatives on his death ; and

(4) that in the event of removal on account of misconduct the employees are entitled to their contribution but not to the employers' contribution.

DEMAND NOS. 5, 6 AND 14—(Leave).

That the employers should give to the employees who are Drivers and Conductors (i) weekly holidays with wages, (ii) seven days' privilege leave, (iii) seven days' sick leave with full pay inclusive of Dearness Allowance and the employers should give to their other employees all holidays as per the provisions of the Shops and Establishments Act, and that the sick leave should be granted on the basis of a medical certificate granted by a Registered Medical Practitioner.

DEMAND NO. 9—(Canteen).

That the employees should give up this demand.

DEMAND NO. 15—(Pay).

That the employees should make payments on or before the 5th of every month.

DEMAND NO. 16—(Subscription).

That the employees will not press this demand.

DEMAND NO. 17—(Standing Orders).

That the C.P.C. Company should frame Standing Orders ; and

DEMAND NO. 18—(Bonus).

That the Automobile Services should pay bonus to each employee, who has not already drawn his bonus, 1/12th of his basic wage during the year 1948 (from 1st of January 1948 to 31st of December 1948, within a month after this Award becomes enforcible.

Both parties pray that an Award may be passed in terms of the agreement as set out above.

T. SUBBANNA,
Secretary,
Mysore District Automobile Workers' Association.

C. J. DEVANATH,
Advocate and President, Mysore District Automobile Workers' Association.

A. VENKATESHIAH,
Advocate for the Mysore District Automobile Owners' Association, Mysore.

B. R. RAMALINGIAH,
Chairman.

MAHMOOD SHERIFF,
Member.

K. SHAMARAJA IYENGAR,
Member.

ANNEXURE "B".

Demands of the Mysore District Automobile Workers.

1. Institution of Provident Fund Scheme for the benefit of the Automobile Workers.
2. Drivers, Conductors and Cleaners should be insured by the employers.
3. No worker should work for more than eight hours a day.
4. All the workers who have put in three months' service should be confirmed.
5. Weekly holidays with wages.
6. Workers who have put in three months' continuous service should be given four days' casual leave and fourteen days' privilege leave.
7. The running staff should be provided with food, etc., when on the line.
8. Workers should be given three months' wages as annual bonus and one month's wages for Independence Day Celebrations.
9. Opening of a free Canteen at the workshops.
10. The employers should meet all the expenses of the running staff when on the line.
11. Proper classification of workers. They should not be changed to other jobs without reason.

12. Workshop workers should not be given more than eight days' work on the line.

13. (*a*) The wages of drivers, conductors, cleaners, fitters, mechanics, clerks and agents should be fixed as follows :—

	Minimum.	*Increment.*	*Maximum.*
	Rs.	Rs.	Rs.
(1) Drivers	90	6	150
(2) Conductors	50	4	90
(3) Cleaners	30	3	60
(4) Mechanics	150	10	200
(5) Clerks	50	4	90
(6) Checking Clerks and Fitters ...	60	5	100

(*b*) In addition Drivers and Conductors going on the line, should receive each an allowance of Rupees Two per day.

14. The worker should be paid half the basic wages when he falls ill (sick).

15. Payments should be made within the 5th of every month.

16. The membership subscription should be deducted from the wages of the workers by the employers and credit to the account of the Association.

17. That the Proprietors should immediately frame Standing Orders.

18. That all the Proprietors should give their employees four months' bonus as their profits during 1948-49 were high.

19. That as there was difficulty for housing accommodation in Mysore, the Proprietors should construct houses for their employees.

20. That every employee should be paid Dearness Allowance.

N. R. JAYA RAO,

Legal Remembrancer and
Secretary to Government,
Law Department.

B. R. RAMALINGIAH,

Chairman,
Industrial Tribunal, Bangalore.

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ORDER No. L.S. 3480—L.W. 172-52-10, DATED BANGALORE, THE 23RD SEPTEMBER 1952.

WHEREAS by State Government Notification No. L.S. 1866—L.W. 71-50-25, dated the 7th August 1951, the Industrial Dispute between Workers and Management of the Mysore District Automobile Services mentioned in the said notification was referred to the Industrial Tribunal, Bangalore, for adjudication;

AND WHEREAS the Industrial has submitted to the State Government its award in respect of the said Industrial Dispute;

NOW, THEREFORE, in exercise of the powers conferred by section 17 of the Industrial Dispute Act, 1947 (Central Act XIV of 1947), the Government of Mysore are pleased to direct the publication of the said award as above, in the *Mysore Gazette*.

By Order of His Highness the Maharaja,

N. R. JAYA RAO,
Secretary to Government,
Law Department